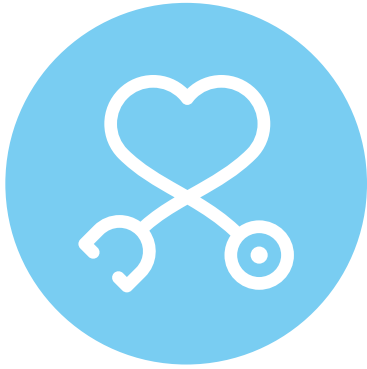


PROMISING PRACTICE

PARTNERSHIP | EMPLOYMENT STRATEGIES

Buffalo and Erie County Workforce Development Consortium, Inc. -

HPOG Buffalo



HPOG Buffalo creates synergy by enhancing employer partner relationships.

Now in its third program year, **HPOG Buffalo** experienced difficulty recruiting Certified Nursing Assistant (CNA) training candidates. After reaching out to several employer partners in search of collaborative opportunities, HPOG Buffalo discovered a way to enhance their service offering and attract more CNA candidates.

The McGuire Group is a healthcare employer that operates six nursing homes, five of which are located in the Western New York area covered by HPOG Buffalo. McGuire Group conducts its own on-the-job training program, wherein they hire aspiring nursing assistants as resident aides at minimum wage as they pursue their CNA training. Trainees receive first-hand experience in the field while also earning wages to support themselves throughout the training. Upon passing their certification exam and becoming a CNA, they are promoted to a higher wage position within the organization.

Previously, HPOG Buffalo and McGuire Group enjoyed a successful working partnership with HPOG Buffalo facilitating more than 50 unique career placements at McGuire Group over a two-year period. By joining forces, they were able to complement each other's services. HPOG conducted screenings to identify eligible candidates and provided tuition assistance as needed. McGuire Group provided the necessary training and experience to ensure successful outcomes when candidates take their certification exams, not to mention career placement upon program completion and certification.

Additionally, HPOG Buffalo provided various support services that helped keep participants on track throughout their training. These services include travel allowances, childcare, and emergency assistance.

Thanks to this relationship and the combined efforts of HPOG Buffalo and McGuire Group, individuals participating in the program embarked on a career pathway with a clear destination in sight. They were able to support themselves while training and gained valuable experience that prepared them for success. To date, 47 individuals have entered the program, and 37 of those have secured employment as CNAs.

HPOG Buffalo is actively seeking additional partners with whom to replicate this promising practice. Their goal is to support and assist as many eligible, aspiring healthcare professionals achieve their career goals in Western New York as possible.

"I am so appreciative of HPOG. If it wasn't for HPOG, I wouldn't have been able to go back to school. I am looking forward to obtaining my RN down the road."

- Tiffany, HPOG Buffalo participant

This Promising Practice was self-identified by the grantee and information contained in this document was provided by the grantee.